President's statement

Modern Awards Pay Database API Release

Acting President Hatcher   Sydney, 16 February 2023

[1]   The purpose of this statement is to announce that the Modern Awards Pay Database (MAPD) Application Programming Interface (API) will be released in the week commencing **20 March 2023.**

Background

[2]   In 2020, the Fair Work Commission developed the Modern Awards Pay Database (MAPD) to streamline the update to modern award minimum rates of pay following each year's Annual Wage Review (AWR) decision. The MAPD stores and calculates the minimum rates of pay, allowances, overtime and penalty rates (modern award minimum rates) contained in 155 modern awards. The MAPD has been used to calculate and publish modern award minimum rates in the last three annual wage reviews.

[3]   The MAPD contains modern award minimum rates from 1 July 2015 and is updated for any adjustments made to minimum rates of pay following the annual wage review decision. The minimum rates are exported from the MAPD to a spreadsheet which is accessible to the public to download from the Commission's website. To view the data extracts, go to Modern awards pay database website.

[4]   In December 2021 the Commission commenced development of an API for the MAPD. The development of the MAPD API forms part of the Commission's deliverables in its 2022–23 Corporate Plan.

MAPD API

[5]   An API is a digital tool that allows software systems to securely communicate with each other over the internet. The MAPD API will enable access to the MAPD's current and historical modern award minimum rates of pay, allowances, overtime and penalty rates in a digitally consumable format. It means that modern award minimum rates from the MAPD can be integrated into software products, such as accounting products, payroll systems and other pay tools.

[6]   Since 2021, the design and functions of the API were developed through a co-design process with payroll software companies, employer and employee peak bodies and government departments and agencies. External user testing was undertaken in 2022 to validate the design and performance of the API.

[7]   The *Fair Work Act 2009* confers functions on the Commission in relation to minimum wages and modern awards (which includes the publication of varied wage rates) and the President of the Commission is responsible for ensuring that the Commission

performs its functions and powers in a manner that is efficient and adequately serves the needs of employers and employees throughout Australia.

[8]   The Commission considers that publication via the MAPD and MAPD API to be an appropriate means of publishing modern award minimum wage rates pursuant to the Commission's statutory functions under s 292 and s 168 of the *Fair Work Act 2009,* in addition to its current publication of modern award instruments on its website.

Timing for release of the MAPD API

[9]   The MAPD API is intended to be released in the week commencing 20 March 2023 for registered users.

[10]   Ahead of its release, from today (16 February 2023), users including software developers, or Digital Service Providers (DSPs) who have expressed interest in the MAPD API will be invited to sign a Letter of Intent to access the MAPD API for the purposes of integrating with software products in line with the Commission's specified terms of use. This will enable users to access a version for testing[1] prior to launch on 20 March 2023, access targeted information sessions and enable use of the API until July 2023. See the Commission's website for further information about the MAPD API.

[11]   As above, over the next month for those who have registered to use the MAPD API, the Commission will run webinars with those users to provide information on 'how to get started' with it. The webinars will be of a technical nature and allow users to understand the API and pose questions. Educational materials[2] will be published on the Commission's website following the release of the API for registered users on the week commencing 20 March 2023, including:

- Web-based getting started with APIs guide
- Instructional video
- Best practices guide

[12]   Users who would like to register to gain access to the MAPD API from week commencing 20 March 2023 should contact awards@fwc.gov.au.

Conclusion

[13]   As discussed, the MAPD API will be released in the week commencing 20 March 2023. The Commission is available to assist in providing information on the MAPD API. Further information is provided on the Modern Awards Pay Database section of the Commission website. For further inquiries, email awards@fwc.gov.au.

ACTING PRESIDENT

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[1] Until the MAPD API is released in week commencing 20 March 2023 users can only access the User Acceptance Testing Environment of the Developer Portal.

[2] These resources will be in addition to the Data dictionary and Guide on how to use the MAPD available through both the Commission's website and the MAPD API developer portal.